

Submitter: Stephanie Kwiatkowski
On Behalf Of:
Committee: House Committee On Labor and Workplace Standards
Measure, Appointment or Topic: HB3838

Letter of Opposition to Senate Bill 3838

Dear House Committee On Labor and Workplace Standards members,
My name is Stephanie Kwiatkowski, and I am writing to express my strong opposition to the proposed bill, HB 3838. I have been professionally supporting adults with intellectual and developmental disabilities in Oregon since 2007. I have worked in 24 hour residential and community living support services as a DSP, Lead Staff/Assistant Manager, Manager, and Administrator.

I have seen our support services in Oregon change dramatically in many ways that have affected the support workers, providers, and people receiving services both positively and negatively. From my perspective HB 3838 lacks the capacity to create or impact positive changes.

I have read some of the letters of support that say there are issues with workforce training and staffing shortages. However, HB 3838 does not address these issues effectively. Instead, it adds layers of bureaucracy that complicate the current system without providing meaningful solutions.

It's important to highlight that there are already Oregon Administrative Rules (OARs) in place that address workforce training for Direct Support Professionals and Personal Support Workers. These include:

- OAR 411-323-0050 Agency Management and Personnel Practices
- OAR 411-325-0025 Program Management
- OAR 411-325-0170 Staffing Requirements
- OAR 418-020-0020 Qualifications for Homecare and Personal Support Workers

HB 3838 does not tackle one of the major issues: ensuring better wages for our Direct Support Professionals (DSPs). Instead, it creates unnecessary red tape that does not offer solutions but increases costs and complicates matters for providers, many of whom are nonprofit organizations.

If SB 3838 is about supporting wage increases for DSPs, we need to find more effective ways to do this. If SB 3838 is about unionization, then let's have open and honest discussions with providers to make that happen transparently.

Oregon's focus should be on direct investments in our workforce. The best way to support our dedicated workforce is to fund DSP wage increases directly, instead of creating more administrative hurdles that seem to benefit interest groups rather than the individuals who rely on these crucial services.

Let's stand together and ensure that our efforts and resources directly benefit those who need it the most—our DSPs and the people they support.

Please do not move this bill forward.
Thank you,
Stephanie Kwiatkowski